

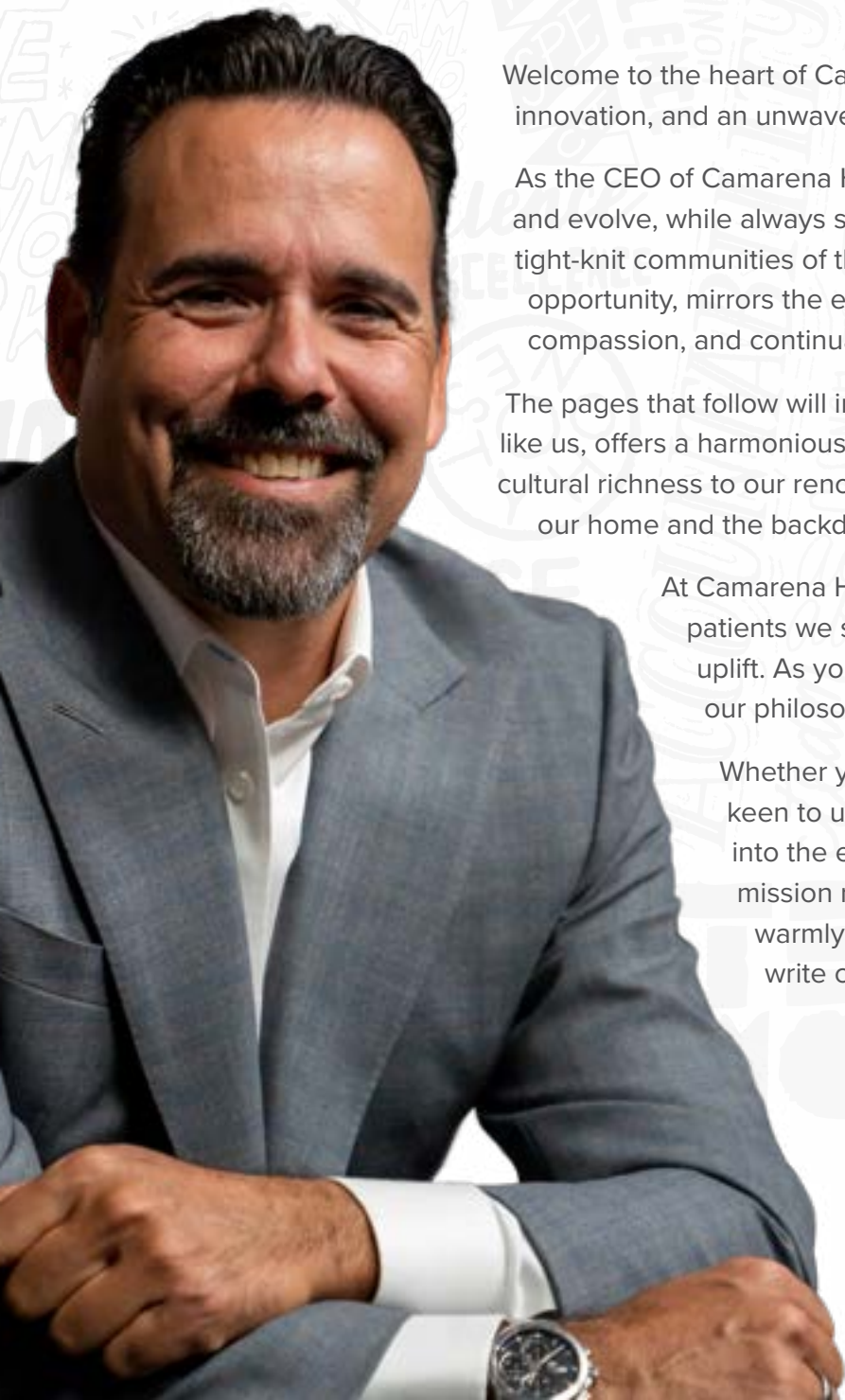
WE WORK WITH

H E A R T



CAMARENA
HEALTH

FROM THE CEO



Welcome to the heart of Camarena Health and the Central Valley—a confluence of tradition, innovation, and an unwavering commitment to our community.

As the CEO of Camarena Health, I have had the privilege of watching our institution grow and evolve, while always staying true to our roots. Our foundation lies in the lush fields and tight-knit communities of the Central Valley. This region, rich in diversity and brimming with opportunity, mirrors the ethos we cultivate at Camarena Health: a blend of excellence, compassion, and continual learning.

The pages that follow will introduce you to our beloved Central Valley—a region that, much like us, offers a harmonious blend of old and new. From our breathtaking landscapes and cultural richness to our renowned educational institutions, the Central Valley serves as both our home and the backdrop against which we make meaningful impacts every day.

At Camarena Health, our story is intertwined with the narratives of thousands—patients we serve, professionals we collaborate with, and communities we uplift. As you journey through this cultural handbook, you'll gain insights into our philosophy, our passion, and the myriad ways we're making a difference.

Whether you're a potential team member, a partner, or someone simply keen to understand our world, I hope this handbook offers you a window into the essence of Camarena Health and the Central Valley. And if our mission resonates with your personal and professional aspirations, I warmly invite you to join hands with us. Together, we can continue to write chapters of positive change and holistic well-being.


PAULO SOARES
Chief Executive Officer

TABLE OF CONTENTS

01	LETTER FROM THE CEO	12	ACCOUNTABILITY
02	MISSION	13	WORKFORCE STATS
03	VISION	14	CAMARENA FOUNDATION
04	HONESTY	16	EMPLOYEE BENEFITS
05	SERVICES WE OFFER	17	RESPECT
06	CULTIVATING TEAM CULTURE	18	ASPIRE TO INSPIRE
08	WHY WE CHOOSE CAMARENA HEALTH	20	TEAMWORK
09	EXCELLENCE	21	LETTER FROM HUMAN RESOURCES
10	ONE TANK TRIPS		

MISSION

**AT CAMARENA HEALTH, OUR MISSION IS TO PROMOTE HEALTHY COMMUNITIES
BY PROVIDING QUALITY AND COMPASSIONATE HEALTHCARE.**

VISION

AS A PATIENT-CENTERED HEALTH HOME AND TEACHING HEALTH CENTER, CAMARENA HEALTH IS SETTING THE STANDARD FOR THE DELIVERY OF HEALTHCARE THROUGH INNOVATION, TECHNOLOGY, AND COMMUNITY PARTNERSHIPS. CAMARENA HEALTH IS DEDICATED TO CREATING STRONGER, HEALTHIER, AND MORE VIBRANT COMMUNITIES AS THE LEADING PROVIDER OF HEALTHCARE SERVICES.



HONESTY

We foster a culture of openness and transparency, not only with our patients and community, but also with our employees and stakeholders.



GEORGINA IBARRA

At Camarena Health, I embody the heart of healthcare by providing kindness, understanding, and support to each patient, fostering a deep sense of belonging and pride. Offering excellent customer service and receiving genuine gratitude from those we serve is the essence of my role.

HEALTH SERVICES WE OFFER

FAMILY PRACTICE

DENTAL SERVICES

INTERNAL MEDICINE

PEDIATRIC CARE

WOMEN'S HEALTH

BEHAVIORAL HEALTH

OPTOMETRY

PHARMACY

OPHTHALMOLOGY

INSURANCE ENROLLMENT

CHIROPRACTIC CARE

URGENT CARE

HEALTH EDUCATION

NUTRITION

CULTIVATING TEAM CULTURE

AT CAMARENA HEALTH, WE PRIDE OURSELVES ON FOSTERING A VIBRANT TEAM
CULTURE WHERE COLLABORATION AND CAMARADERIE THRIVE.



WHY WE CHOOSE CAMARENA HEALTH

At Camarena Health, we wholeheartedly believe that the health of a community starts with the people and organizations that make it up. We firmly believe in investing not only in our patients, but also in our internal team; cultivating an atmosphere of respect, inclusion, and well-being. Our priority is building a culture where every employee feels supported to bring their best self to work each day. Together we are creating a healthier future for all members of our community!



EXCELLENCE

We are committed to providing the highest-quality healthcare possible, as well as lead the way within our industry and community.



ADOLFO TRUJILLO

Camarena Health offers me a profound sense of family, both with the growing community we serve and the exceptional staff we work alongside. Our environment fosters mutual support and outstanding service to our patients, making a real difference in their lives.

ONE TANK TRIPS

LOCATION

MILES AWAY

- | | |
|--------------------------------|-----|
| 1. YOSEMITE NATIONAL PARK | 57 |
| 2. SEQUOIA NATIONAL PARK | 99 |
| 3. SANTA CRUZ BEACH BOARDWALK | 133 |
| 4. MONTEREY BAY AQUARIUM | 150 |
| 5. SAN FRANCISCO | 170 |
| 6. NAPA VALLEY | 188 |
| 7. LAKE TAHOE | 208 |
| 8. LOS ANGELES | 240 |
| 9. UNIVERSAL STUDIOS HOLLYWOOD | 268 |
| 10. DISNEYLAND | 280 |
| 11. JOSHUA TREE NATIONAL PARK | 362 |
| 12. SAN DIEGO | 380 |

EXPLORE CALIFORNIA

Embrace nature’s playground, with the Sierra Nevada mountains and iconic national parks like Yosemite just a short drive away, beckoning for weekend adventures. Strategically located within a few hours’ drive of both the bustling Bay Area and sunny Southern California.



JAZMIN RIOS

My role at Camarena Health allows me to extend daily acts of kindness, understanding, and support, demonstrating our collective commitment to the well-being of the community we serve. Embracing teamwork as a fundamental core value, we are united in our mission to achieve meaningful outcomes for our patients.



ACCOUNTABILITY

We work diligently to honor commitments and take responsibility for our work in support of the mission and vision.



A LITTLE COMMUNITY WITH A
BIG HEART

Since 1980, Camarena Health has been privileged to serve our community with quality and compassionate healthcare.



22

Locations & Growing



550+

Employees



55,118

Patients Annually



277,449+

Encounters Annually



The Camarena Health Foundation exists to support the organizations, outreach programs, and initiatives that impact our communities holistically.



REACH OUT AND READ

27,399 CHILDRENS BOOKS DISTRIBUTED

Reach Out and Read is a free program offered by Camarena Health to promote early literacy in children aged 6 months to 5 years.



CAR SEATS FOR KIDS

1,754 CAR SEATS DISTRIBUTED

Car Seats for Kids is a program that provides education and hands-on classes to help reduce unintentional injury to children in the community.



SCHOLARSHIPS

100K GIVEN IN SCHOLARSHIPS

Our Scholarship program awards financial aid to aspiring healthcare professionals to help them pursue and advance their career in the medical field.



HEALTH EDUCATION

2,242 CLASS PARTICIPANTS

Our Education and Nutrition services provide personalized advice and guidance to help maintain a healthy lifestyle and manage health conditions.

CAMARENA CLASSIC CHARITY GOLF TOURNAMENT

Each year, the Camarena Health Foundation hosts a well-attended golf tournament to fund health programs for children in need. The Camarena Classic Golf Tournament offers an opportunity for golfers to spend the day with friends, meet other community members, and support Camarena Health's community health programs. All proceeds go towards the foundation, which supports free-to-the-community health programs such as Car Seats for Kids and our Child Literacy Program.



BENEFITS

Camarena employees receive competitive pay and benefits, all while enjoying life in California's great Central Valley—where housing prices are low and some of the world's most desirable vacation destinations are just a few hours away. We are one of the largest employers in the City of Madera and continue to be an employer of choice for the people living in the Madera/Fresno area who want a great career while knowing they make a difference in the community. We provide a comprehensive health coverage program that includes: Medical (PPO), Dental, Vision, Life Insurance, Prescription Drugs, Long Term Disability Plan, Loan Repayment sponsorship for NHCS.



VISION



**CAFETERIA
BENEFITS**



**SAVINGS
403(B) PLAN**



VACATIONS



HOLIDAYS



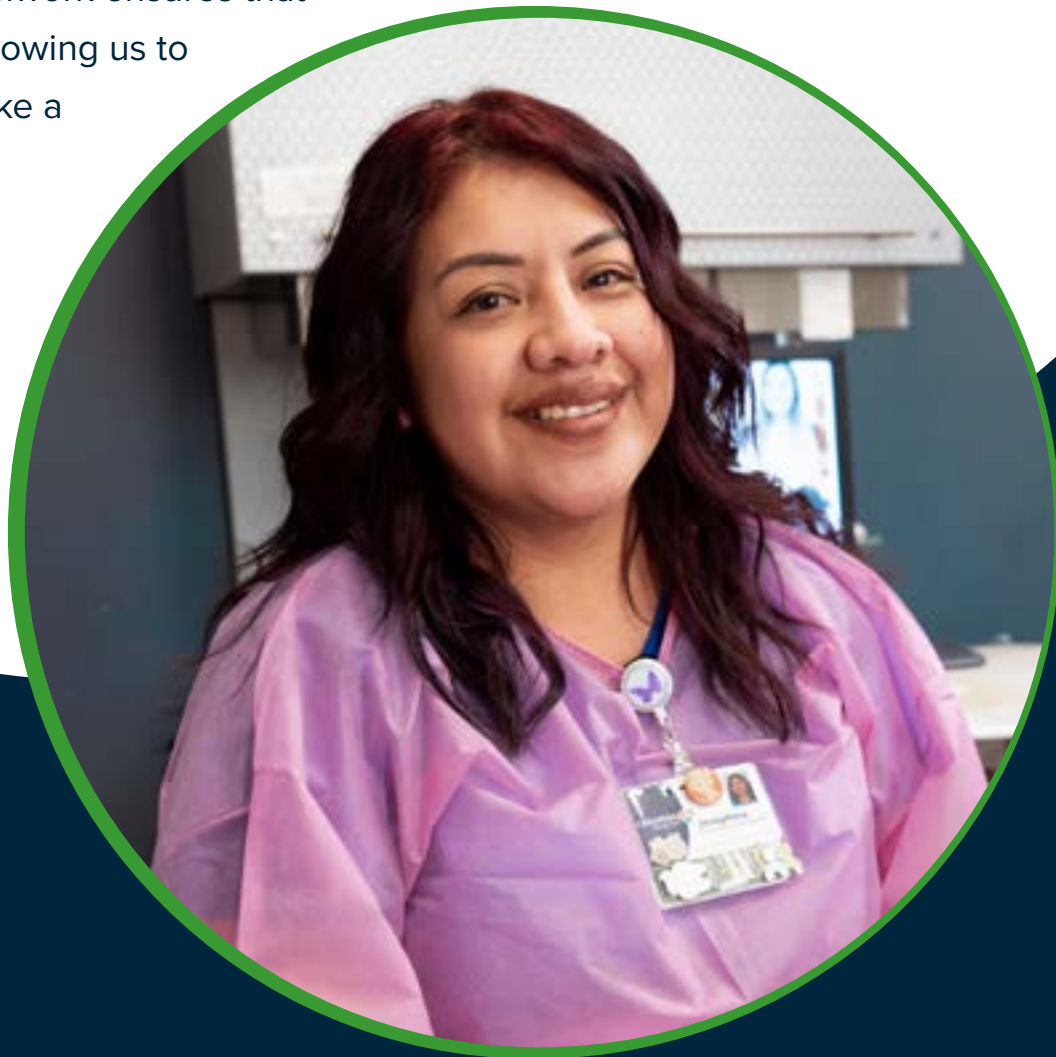
SICK LEAVE



**EMPLOYEE
ASSISTANCE**

JOSEPHINA SANTOS

Working with Camarena Health presents me with the rewarding opportunity to help others, which is at the core of my professional satisfaction. The value of teamwork ensures that we work cohesively and collaboratively, allowing us to perform our roles more effectively and make a difference in people's lives.



RESPECT

We consider mindfulness during encounters with individuals and organizations regardless of background by showing empathy in all situations.



FORGING AHEAD TOGETHER: OUR TEACHING PARTNERSHIPS AND PROGRAMS

At Camarena Health, our dedication to being a Teaching Health Center stems from recognizing the deep-rooted needs of the Central Valley. Given the notable shortage of healthcare professionals, our goal is not just to teach, but to inspire and cultivate the next wave of healthcare talent.

Through our robust teaching programs and dynamic partnerships, we've fostered an environment where continuous learning meets seasoned expertise. Rural communities, like ours, grapple with distinctive challenges in drawing and maintaining top-tier healthcare professionals. By inviting the future stars of healthcare to hone their skills with us, we're not only enhancing their expertise but also sowing seeds for them to grow and thrive within our community.

ADDITIONAL PARTNERSHIPS & COLLABORATIONS





HOMETOWN SCHOLARS PROGRAM

Hometown Scholars are local students who we have endorsed as a strong applicant for acceptance into the A.T. Still University Master of Health Science Physician Assistant program.

A.T. STILL UNIVERSITY PHYSICIAN ASSISTANT PROGRAM

Since 2016, we've partnered with A.T. Still University to place Physician Assistant students within Camarena Health centers during their clinical residencies. These residencies provide a year of hands-on, intensive clinical learning, preparing students for their future profession. Students complete rotations in each of Camarena Health's many outpatient specialties, and also attend hands-on workshops led by Camarena Health's dedicated preceptors.





TEAMWORK

We support coworkers and community members by selflessly putting the needs of others before our own.



JASMINE THANDI

Being a part of Camarena Health signifies engaging with an organization that shares my dedication to serving our community and overcoming healthcare challenges. The core value of excellence deeply resonates with me, and I experienced a profound sense of belonging and pride when I was able to tell a patient they were no longer diagnosed with Type 2 Diabetes.

WORK WITH



From the heart of the vibrant Central Valley to the halls of Camarena Health, this cultural handbook offers a glimpse into who we are and what drives us: our rich community heritage, cutting-edge medical practices, and an unwavering commitment to excellence. As the Chief Human Resources Officer, I've witnessed our organization's dedication to fostering a thriving and sustainable work culture, from our partnerships with renowned educational institutions to our focus on team cohesion and growth. Our journey is ongoing, and we're searching for like-minded individuals who resonate with our mission.

So, if you see yourself thriving in a community where innovation meets compassion, I personally invite you to be part of our Camarena Health family.

Let's shape the future of healthcare together.

A stylized, handwritten signature in white ink, reading 'Gabriel Mejia'.

GABRIEL MEJIA

Chief Human Resources Officer





WORK WITH US

camarenahealth.org/heart/